

RJM CORPORATION FEES, TERMS, AND CONDITIONS

Manpower Rate

Manpower rates are charged on an hourly portal-to-portal basis. RJM Corporation charges manpower at the following rates:

Engineer	-	\$125/hr in 1/2 hour increments
Technician	-	\$ 60/hr in 1/2 hour increments

Time and Materials Rates

For all Time and Materials projects, RJM Corporation's billing rate for any required materials or additional services will be cost plus 15%.

Manpower rates are as described in the above manpower rate schedule.

Minimum Daily Charges

Minimum daily charges of personnel assigned to the field are 8 hours per day per person at the applicable manpower rate. Except for weekend travel time the minimum daily charges do not apply to travel days. Travel day charges are based on hours actually spent. Weekend travel days are charged on a minimum-daily-charge basis. *travel time*

Expenses

Per-diem charges per person are \$100 per day or \$50 above the cost of hotel accommodations, whichever is higher. Automobile travel expenses are charged at 35 cents per mile plus all tolls. All other travel costs such as air fares, car rental, taxis, parking, etc., are charged at cost.

Field Delay Time

All delays in field projects are charged at the minimum daily rate plus per diem and applicable travel expenses. When RJM Corporation is directly responsible for the delay, such as due to failure of RJM test equipment, no delay time or minimum rates will be charged. Delays caused by any conditions beyond our direct control, such as partial or complete process shutdowns or irregularities, strikes, floods, fires, inclement weather, or failure of the client to meet hereinafter stated responsibilities, will be billed at standard rates:

Air Distribution Analysis and Balancing Programs

Windbox-burner and air distribution programs are conducted on a fixed fee basis which includes all manpower, equipment, travel and per diem charges. Corrective engineering and testing beyond the initial analysis is charged at the rate shown below. This rate includes manpower, equipment and per diem charges. It does not include travel charges which will be billed at cost.

Corrective engineering and testing - \$3000/manday

Research and Development Projects

Research and development programs are by nature subject to frequent changes in scope, direction, and budgeting requirements. RJM Corporation undertakes such programs on a time-and-materials basis only. For each research and development program, a best-estimate budget is presented. Charges against this budget will be made only for time spent and costs incurred. Should a program require funding in excess of the budget estimate, the client will be notified for written approval of the new budget prior to initiating any work which would incur charges above the old budget maximum.

Combustion Optimization Programs

The performance requirements of combustion optimization programs necessitates that RJM Corporation charge such programs on a time-and-materials basis. However, for each program a budget estimate will be presented to the client. Should a program require funding in excess of the budget estimate, the client will be notified for written approval of the new budget prior to initiating the new budget.

Patents and Proprietary Technology

Companies which substantially sponsor development efforts may negotiate restricted royalty-free rights to use such devices, concepts, processes or products within their company operations and/or participation in future royalty streams. RJM Corporation reserves all rights in and to all devices, concepts, processes, products or other patentable or proprietary technology conceived or developed by RJM Corporation or its employees.